

## **Human Resources Bulletin 99-15**

### Employment of Retired Members of the Uniformed Services - Repeal of Section 5532 of Title 5, USC

The President signed the National Defense Authorization Act for Fiscal Year 2000 on October 5, 1999. A provision of this bill repealed section 5532 of title 5, United States Code (USC), which required a reduction in retired pay for military retirees employed in civilian positions. Effective immediately retired military members may be employed in civilian positions without a reduction in their retired pay and without regard to the provisions contained in the Office of the Secretary of Defense (Administration and Management) memorandum dated May 31, 1991, subject: Dual Compensation Restriction Waivers for Civilian Employees. As a reminder, reductions in retired pay required by the former law are a function of the former members' Uniformed Service Finance Center. If you have questions about the termination of your current pay reduction resulting from the repeal of 5 USC 5532, please contact your Service Finance Center. Neither the Civilian Personnel Advisory Center nor the Resource Management office will be able to provide any assistance in this matter.

### 1999 Federal Employees Health Benefits (FEHB) Program: Significant Plan Changes

The Federal Employees Health Benefits open season will begin on November 8, 1999, and continue through December 13, 1999. Significant events will affect certain plans during open season. You need to be aware of any changes in your health benefits plan in order to take appropriate action during open season.

These events are summarized below. Detailed information is provided on the Office of Personnel Management's (OPM) web page. Go to <http://www.opm.gov>; click on "What's New" of the left side of the page; see the October 13, 1999, entry and click on Benefits Administration Letter (BAL) 99-411; go to the end of the bulletin and click on Download Attachments.

- Some plans have dropped out of FEHB for 2000. Employees in terminating plans must choose a new health plan during open season. Employees in these plans who do not change health plans during open season will not have health benefits for 2000 (see attachments 1 of BAL 99-411). These plans have been instructed by OPM to notify enrollees of the need to select new health plans for 2000; however, some plans' enrollment and address lists may not be up to date. Please check the BAL for impact on your plan.
- One plan is terminating its Standard Option (George Washington University Health Plan located in the District of Columbia, Maryland, Virginia). Members will be transferred to the High Option of the plan.
- Some plans are reducing their service areas by terminating an enrollment code. These plans have been instructed by OPM to notify enrollees of the need to select new health plans for 2000; however, some plans' enrollment and address lists may not be up to date. Please check the BAL for impact on your plan (see attachment 3).
- Some plans are significantly reducing their service areas without terminating an enrollment code. Enrollees in the codes being terminated must elect new health plans for 2000. Employees who do not choose new health plans will have to travel to their plan's remaining service area to receive full benefits (see attachment 4).
- Some plans are splitting a service area (see attachment 5). Enrollees in these plans must complete a Standard Form (SF) 2809 to enroll in the new code for their service area or elect another plan during the open season. Enrollees in the old code will have to travel to their plan's remaining service area to receive full benefits from the plan.
- Some plans are consolidating their service area; i.e., changing from one or more enrollment areas to one. The service areas will remain the same, but they will be included under one enrollment code. Enrollees in the "departing" enrollment code(s) will be transferred automatically to the remaining enrollment code (see attachment 6).
- Some new plans are entering the Program for 2000 (see attachment 7.)

- There are some service area expansions with a new enrollment code (see attachment 8).
- There are some significant service area expansions without new enrollment codes (see attachment 9).
- Some plans are merging with another plan at the end of 1999. Enrollees in the "old" plans will be transferred automatically to the "new" plans and need take no action. Enrollees in the old plans must choose different plans during open season if they do not wish to be transferred to the new plan (see attachment 10).
- Some plans are changing their names (see attachment 11).
- Some enrollment codes are changing (see attachment 12).
- Some plans are adding a point of service product (see attachment 13).
- Some plans are dropping a point of service product (see attachment 14). Individuals enrolled in these plans primarily to have access to the point of service products they offered in the past may want to consider changing plans during open season.

#### Federal Employees Donating Organs Will Receive 30 Days of Paid Leave

The Organ Donor Leave Act, signed into law by President Clinton on September 24, 1999, increases the number of days of paid leave federal employees who donate organs for transplant will receive. Previously, federal employee organ donors received a maximum of seven days of paid leave in which to recover. Because that was found to be insufficient recovery time, and to encourage organ donations, the new law allows organ donors to receive up to 30 days of paid leave, in addition to their sick and annual leave.

/s/  
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